



SAINT JOHN'S CATHEDRAL

Vestry Meeting

December 12, 2021

4 – 6 PM, on-site at Saint John's in Room 200 of the Roberts Building

Present: Helen Richards, Rebecca Richardson, Richard Lawson, Will McMechen, Ilana Poley, Mike Koechner, Michael Vente, Leigh Grinstead, Katie Pearson, Tom Barbour, Kathleen DeMars, Audrey Chapman, Jennifer Allen, Elizabeth Drummond, Greg Movesian, Broderick Greer

Present via Phone: Meg Parish

Absent: Mark Wherry, Roger Hara

Summary of Actions Taken:

- Approved a motion to allow electronic voting at the January 2022 for the new Vestry election slate and to allow for online review/comment on the 2021 annual meeting minutes.

Call to Order, prayer, and check-in: 4:05pm

Richard, Leigh, and Michael celebrated the service of departing Vestry members, Helen Richards, Meg Parish, Elizabeth Drummond, Jennifer Allen, and Robin Paulson. Vestry members shared memories, experiences, and projects that these Vestry members engaged in over the years. The Vestry gave great thanks to their colleagues for all their work on so many fronts. They looked forward to working with these departing Vestry members more in the future.

2022 Budget (Audrey Chapman)

Audrey started by answering some specific questions regarding the projections on the amount of the endowment draw in future years. Greg appreciated the clarification and reiterated the need to continue to grow the endowment to support the work of the Cathedral into the future.

Audrey and Richard provided a stewardship campaign update. They said that pledging continued to go well, however, they noted that deficits were still currently projected on the 5-year plan. They said that work to secure 2022 pledges may continue into February if more time is needed. They did not believe this would impact the completion of the 2022 budget, and this has been done in past years as well. They said that added support in the form of 2022 pledges would support the addition of more staff at the Cathedral to support communications and a full-time youth minister.



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Vestry members asked if there were opportunities to do special fundraising for specific needs/events at the Cathedral. Richard believed there would be. Additionally, he noted that the non-pledged giving and plate revenue has improved since in-person services resumed. Vestry members also asked if plans to add more staff would be curtailed if 2022 budget gaps are not closed. Richard said that plans for staff expansion could be dialed back (and/or start dates delayed) if funds were not available. He said that more information would be available at the January Vestry meeting to help inform decision making.

Vestry members asked how the projected deficits in future years would be addressed. Leigh and Jennifer said that this was the central focus and reason that the Campus Stewardship and Revenue Planning Task Force has been formed. They said that the Task Force is looking at programming and community partnerships to generate revenue and increase financial sustainability. Additionally, the Task Force is working with Tryba Architects to review the history of campus planning over the years at the Cathedral and, with support from Cathedral staff, has organized various pieces of information related to campus planning/projects from the past 50+ years. Richard added that new pledges will also reduce deficits in future years, and the reduced endowment draw will facilitate increased income 2024 and onward. Leigh also said that future Vestry meetings will discuss the proceeds from the sale of mineral rights previously owned by the Cathedral.

Electronic voting for 2022 Annual Meeting (Michael Vente)

Michael explained that the Vestry needed to act related to the January 2022 annual meeting. Until, and unless the bylaws are adapted each year the Vestry needs to allow for electronic voting for the Vestry slate and approval of the previous year's annual meeting minutes. Michael asked for a motion to allow electronic voting at the January 2022 for the new Vestry election slate and to allow for online review/comment on the 2021 annual meeting minutes. Mike made the motion. Rebecca seconded the motion. The motion passed.

Dean's Report (Richard Lawson)

Richard provided an update on various services and broadcasts from the Cathedral for Christmas. He shared that a postcard will be going out to the neighborhood around the Cathedral to invite them to attend Christmas services. He also shared that Phase II of the HVAC project impacting Dagwell Hall may be done by mid-January for the annual meeting. He outlined several topics that will be discussed including thanks to all those involved in the HVAC project, an update from Leigh on the Campus Stewardship and Revenue Planning Task Force, and successes with youth and young adult formation.

Richard also shared that planning continues to remediate and repair the towers. He said that the project will likely start in late spring 2022, but additional funding to complete the project needed to be identified. If repairs are completed on the towers, repairs can then be made to the bells.



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Grants Committee – 2022 awards (Greg Movesian and Rebecca Richardson)

Greg and Rebecca provided an overview of the organizations that the Grants Committee has chosen to receive funding in 2022. Greg said that the Grants Committee review many different applications and selected organizations that focus on issues such as mental health/counseling, homelessness, helping to support those recently released by ICE, LGBTQ community support, and other community services. He noted that a full list of the organizations was provided in the Vestry packet. He said that grants ranged from \$1,000 to \$10,000. He also noted that the committee attempted to align awardees to the mission and priorities of Faith in Action and organizations that we open to continued/enhanced partnership with the Cathedral. Vestry members thanked the Grants Committee for their work and recommendations and look forward to enhanced partnerships and storytelling about these organizations with the wider parish community.

Director of Operations Report (Audrey Chapman)

Audrey shared work she was doing to update the Employee Handbook to reflect changes made by the Colorado Supreme Court regarding roll-over of vacation time. She will be sending staff this information and will provide the updated Employee Handbook for Vestry approval once completed.

Audrey also provided a verbal update on the 2021 budget outlook at year end.. She noted that pledge, non-pledge, and plate giving was on track. She also shared an update on the condition of several systems at the Kimberly apartments. These needed repairs have hampered the revenue realized from the Kimberly apartment rentals, which impacts the Cathedral's overall budget. She also provided an update on the work to repair the leak in the Cathedral.

Senior Warden's Report (Leigh Grinstead)

Leigh provided more detail on the work of the Campus Stewardship and Revenue Planning Task Force. She said the Task Force started their work grounded in prayer and a walk around the block of the Cathedral. They also received a presentation from the City and County of Denver on planning, building codes, and re-zoning for the area around the Cathedral. The Task Force appreciated this added detail and said it (along with the history of campus planning/construction projects at the Cathedral over the past 50+ years organized by staff and Tryba) would help in their deliberations during their continued conversations.

Leigh led the Vestry in an ideation exercise on what kind of partners and/or activities the Vestry might like to see on/near the Cathedral grounds during the week. Vestry members offered a range of ideas for the discussion including (but not limited to):

- Space available for organizations that have received a grant from the Cathedral and/or worked with Faith in Action (similar to what some other churches have done in Denver area).
- Retail space which could assist with revenue generation.



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- Rentable space for music lessons.
- A coffee shop.
- Shared workspace.
- A wedding venue which could capacity for a larger reception.
- A commissary kitchen for small food businesses (like food trucks and others).
- Space for partnership with the schools of theology of universities in Denver.
- Mental health supports and resources.
- Incubator space for start-ups.
- Partnership with Morey Middle School.

Vestry members wanted to ensure that any new opportunities do not add to the burden on the Cathedral's staff. Other organizations/companies should be leveraged as much as possible to support any additional work that may be put on staff. Vestry members also said that any plans should involve wider conversations with the parish.

Adjourn to Executive Session: 6:05pm

Motion by Michael. Seconded by Helen.

Adjourn Vestry meeting: 6:20pm

Closing Prayers: Officiant - Rebecca Richardson